



# NON-APPROPRIATED FUND

## JOB OPPORTUNITIES

OPENING DATE: **8 MARCH 2004**

CLOSING DATE: **15 MARCH 2004**

POSITION TITLE:

**TRACTOR OPERATOR**

SERIES AND GRADE:

**NA-5705-07**

RATE OF PAY:

**\$10.66 per hour**

LOCATION:

**TRAILS WEST GOLF COURSE**

APPOINTMENT CATEGORY:

**Regular Full Time**

ANNOUNCEMENT NUMBER:

**N04-019**

NONAPPROPRIATED FUND OFFICE:

**913-684-2747**

**SUMMARY OF DUTIES:** Performs duties involved in the care and maintenance of a 160-acre golf course. Operates 4-wheel tractor with mower or other attachments as required in the cutting of grass and general maintenance of grounds and equipment. Operates and maintains computerized irrigation equipment. May operate a 1/2 ton, 2 1/2 ton, and or dump truck for hauling limbs and brush in clearing the golf course following windstorms and lightning damage and trimming and maintaining the trees and shrubs located on the course. May supervise USDB inmate(s) performing a variety of manual tasks in golf course maintenance and custodial work.

**QUALIFICATION REQUIREMENTS:** Must be thoroughly familiar with the makeup and operations of tractors and various attachments such as mowers, front loaders, forklifts, seeders, sprayers, etc. to perform the duties of the position. The ability to operate and maneuver both the tractor and equipment in confined areas, steep and rough terrain, judging overhead and side clearance, turning radius and breaking distances. The ability to load and arrange cargo to provide support and securing in such a way to prevent shifting or falling off the vehicle. Must be knowledgeable of safe driving rules, regulations and traffic laws. The ability to perform minor maintenance on tractors, equipment and motor vehicles.

**PHYSICAL EFFORT:** The work requires constant arm and leg movement to turn and operate tractors, attachments and other motor vehicles. Operator has to exert extra effort to maintain balance and position to compensate for terrain features. Work requires sitting,

standing, stooping, reaching, bending and climbing onto equipment. Incumbent is required to push heavy carts for long periods of time. Must be able to lift and carry bags and equipment weighing up to 50 pounds and frequently over 50 pounds.

**WORKING CONDITIONS:** Works outside in all kinds of weather.

**SPECIAL REQUIREMENT:** Must possess a valid driver's license.

**Selectee will be required to participate in Direct Deposit/Electronic Funds Transfer as a condition of employment.**

**SPOUSE EMPLOYMENT PREFERENCE:** In compliance with Executive Order 12568, this announcement provides employment preference for military spouses applying for NAF positions at pay levels NF-3 and below, or equivalent hourly rate positions, for which the spouse eligible applies and is fully qualified.

The time period of eligibility begins thirty (30) days before the military sponsor's reporting date, and continues during the entire tour or until acceptance or declination of a position (NAF OR APF) at the grade for which preference has been requested. Refusal by the spouse to participate in established recruitment procedures (i.e., interview, etc.) is considered a declination. Preference is also terminated on placement into any continuing position (positions expecting to continue for at least 1 year), whether or not preference was applied.

A spouse eligible for preference must request consideration at the time DA Form 3433 (application for NAF employment) is submitted to the Civilian Personnel Advisory Center, NAF Division. Eligibility will be verified by the sponsor's PCS orders. If the spouse's name is not on the sponsor's PCS orders, a marriage certificate is also required.

A military spouse employment preference applies towards all external recruitments. Spouse preference does not apply for noncompetitive placements.

**INVOLUNTARILY SEPARATED MILITARY MEMBERS (ISM) PREFERENCE:**

In compliance with AR 215-3, certain members of the Armed Services who were involuntarily separated from active duty with an honorable or general under honorable conditions discharge are entitled to preference in hiring for a period of 1 year after separation. ISMP also applies to certain voluntarily separated members of the Armed Forces. This preference also applies to their dependents.

Preference applies to all pay band positions NF-3 and below, and all FWS and CC positions for which the ISMP eligible applies and is qualified. The preference must be claimed at the time of application. ISMP does not apply to non-competitive placement actions.

An individual is entitled to this preference in hiring only one time. The preference is terminated upon placement in, or declination of, a NAF position for which application was made.

Eligibility for preference will be verified by applicable military and civilian identification cards bearing the over stamp Transition Assistance (TA). Since the circumstances under which a military member or dependent may attain eligibility are quite broad, the CPAC/NAF-CPU should refer questions to the appropriate military personnel authority.

**MILITARY PERSONNEL VOLUNTARY SEPARATION INCENTIVE (VSI) OR SPECIAL SEPARATION BONUS (SSB) PREFERENCE:** In compliance with P.L. 102-484, active duty or full-time National Guard members who receive VSI or SSB separations are entitled to preference in hiring for NAF positions at pay levels NF-3 and below, or equivalent hourly rate positions, for which the VSI or SSB applies and is fully qualified.

Individuals can only receive this preference in hiring once. VSI or SSB preference is terminated upon placement in or declination of (whichever occurs first) a NAF position for which application is made.

The VSI or SSB eligible for preference must request consideration at the time DA Form 3433 (application for NAF employment) is submitted to the Civilian Personnel Advisory Center, NAF Division. A copy of DD 214, or DD 1173 (ID card with TA overstamp) will verify eligibility.

Active duty or full-time National Guard members who separate from the Military Services under the VSI or SSB programs after September 30, 1994, and are rehired in a civilian position of the Department of Defense within 180 days of separation from the Department of Defense, shall have the VSI or SSB separation payments recouped.

VSI or SSB preference applies towards all external recruitments. This preference does not apply for noncompetitive placements.

**CONDITION OF EMPLOYMENT:** Selectee will be required to participate in Direct Deposit/Electronic Funds Transfer as a condition of employment. All positions require satisfactory completion of local and national agency checks. Certain positions require satisfactory completion of criminal history repository checks and physical examinations.

**APPLICATION PROCEDURES:** Current qualified and interested Nonappropriated Fund employees may apply for the above positions(s) by telephoning 684-2747 or by personal visit to NAF Personnel. Reinstatement Eligibles and all other qualified and interested applicants may apply for this position(s) by submitting a DA Form 3433 (application for NAF employment) to the Civilian Personnel Advisory Center, NAF Division, Bldg. 87, 821 McClellan Avenue, during the hours 0730 to 1630 daily, Monday through Friday. Department of the Army Nonappropriated Fund Instrumentalities are Equal Opportunity Employers.

**ALL CANDIDATES WILL RECEIVE CONSIDERATION WITHOUT DISCRIMINATION FOR ANY NONMERIT REASON (E.G. RACE, COLOR,**

RELIGION, SEX, POLITICS, MARITAL STATUS, AGE, MEMBERSHIP IN A EMPLOYEE ORGANIZATION) OR PHYSICAL HANDICAP THAT DOES NOT INTERFERE WITH DOING THE JOB. PLACEMENT UNDER THIS ANNOUNCEMENT WILL BE MADE UNDER EXISTING DEPARTMENT OF DEFENSE EMPLOYMENT POLICY.

THE DEPARTMENT OF THE ARMY NAF PROVIDES REASONABLE ACCOMMODATIONS TO APPLICANTS WITH DISABILITIES. IF YOU NEED A REASONABLE ACCOMMODATION FOR ANY PART OF THE APPLICATION AND HIRING PROCESS, PLEASE NOTIFY THE SERVICING NAF PERSONNEL UNIT. REQUESTS FOR REASONABLE ACCOMMODATIONS ARE MADE ON A CASE BY CASE BASIS.

REFUSAL OF A MILITARY SPOUSE TO PARTICIPATE IN ESTABLISHED RECRUITMENT PROCEDURES IS CONSIDERED A DECLINATION OF EMPLOYMENT AND IS A BASIS FOR TERMINATION OF SEP ENTITLEMENT FOR THE CURRENT PCS OF THE SPONSOR.

**WHISTLEBLOWER COMPLAINTS:** NAFI EMPLOYEES AND APPLICANTS WILL BE FREE FROM REPRISAL IN MAKING PROTECTED DISCLOSURE OF A VIOLATION OF ANY LAW, RULE OR REGULATION, MISMANAGEMENT, GROSS WASTE OF FUNDS, ABUSE OF AUTHORITY, AND SUBSTANTIAL AND SPECIFIC DANGER TO PUBLIC HEALTH OR SAFETY, AND THE CONFIDENTIALITY OF EMPLOYEES AND APPLICANTS MAKING SUCH DISCLOSURES WILL BE PROTECTED (PUBLIC LAW 98-94).